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Guatemala's Ministry of Labor and Social Security Is Implementing Its HIV Labor Policy



Photograph of the event to launch the Occupational Health and Safety Regulations. Carlos Contreras, Minister of Labor and Social Security.



Photograph of the event to launch the Occupational Health and Safety Regulations, attendants to the event.

In August 2014, the Ministry of Labor and Social Security, Carlos Contreras, officially delivered the final version of the Occupational Health and Safety Regulations and its amendments to the Guatemalan-American Chamber of Commerce (Amcham). This document was published in the official newspaper as Governmental Agreement 229-2014, and which states the objective of updating the general workplace hygiene and safety conditions for Guatemalan employers and workers. This important achievement contributes to the country's response to HIV.

Chapter II, Article 5, items c) and d), referring to Employers' Obligations mandates employers to: to inform all their workers about HIV and to provide all people living with HIV/AIDS everything that they need so that they can perform their work in accordance to their capabilities and condition.

Prohibitions for employers are include in Article 6, item b) to establish an HIV/AIDS test as a requirement for hiring workers; item c) to consider the HIV/AIDS infection as cause for terminating employment, and item d) to discriminate or stigmatize people living with HIV/AIDS, to breach their confidentiality and to disrespect the physical and psychological integrity to which they have a right.

This norm substitutes the version approved in 1957, and it will be implemented in Guatemala as of February 2015. The Minister of Labor stated that he has addressed the business sector in several opportunities and has emphasized that the due date to implement this policy is six months from its publication in the official newspaper, on August 8, 2014. The USAID | PASCA LMG Project provided technical assistance to this Ministry, which is now implementing its HIV workplace policy.

The health and safety regulations, with their amendments, can be downloaded through this link:

<http://saludyseguridadmintrab.jimdo.com/descargas/>

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